



Team Polaris 2009



Challenges of Today

- Institutional Knowledge
- Single Position Dependencies
- Attrition
- Succession Planning





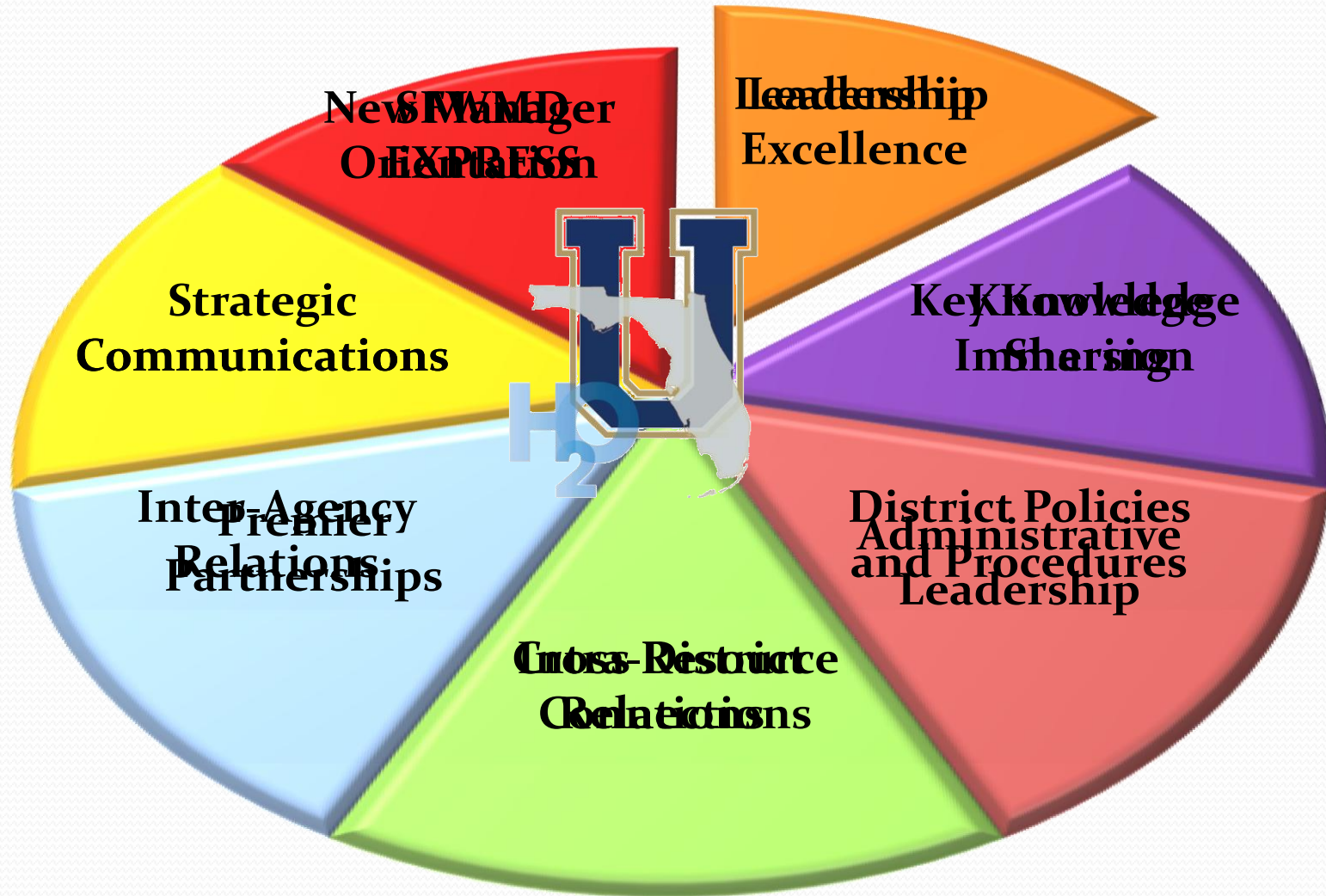
Recommended Solution

Florida H₂O University (H₂OU) will affect a cultural change towards **leadership and knowledge sharing**

The University's **team-structured approach of grouping participants in educational tracks** will build essential relationships that strengthen cooperation across department, resource area and agency boundaries. Leadership and knowledge sharing skills are taught through out the program.

University will support succession planning goals by developing **skilled leaders who value and facilitate knowledge sharing**

University Framework Educational Tracks



Implementation Plan

- Develop a 2 or 3 Year Plan
- Use a Phased Rollout
 - Key Knowledge Immersion
 - Administrative Leadership
 - SFWMD Express
 - Leadership Excellence

Leader Within, Year Two



Questions?

